Diversity Training

An Overview of Today's Diversity Trainin

- **Administrative Notes/Ground Rules**
  - **Two hour block**
  - **One 10 Minute break**
  - **Restrooms & water fountain**
  - **Phones/Pagers off**

- **Videos from General Weaver & Dr. Betan**

- **PowerPoint Presentation/Interactive Dis**
  - **Expect participation**
  - **Feedback form at end of session**

Diversity Training

1. What is Diversity?
2. Seven Conditions for Growth as a Result of C
3. How is Diversity different from EEO?
4. Why is Diversity important/necessary?
5. What is your role in Diversity?
6. What are the roles of Commanders and/or S
7. How does Diversity affect the Unit's mission

What is Diversity ?

Diversity is an organizational behavior, which acknowledges and values differences and similarities among people and how the differences can work to improve the organization.

It also means understanding the organizational environments with an appreciation for gender, culture, and ethnic lifestyles.

Diversity Definition - Continued

A working definition of Diversity is:

- Recognizing, accepting and appreciating hu differences within the Air National Guard.

IN SUMMARY:

- **Diversity means providing a climate where all personnel feel they are valued by and contributin to an organization.**

Other Thoughts

- Diversity is different things to different peop

- Is Diversity a replacement for affirmative ac

Changing Our Attitudes to Enhance Our

Seven Conditions for Growth as a Result o

1. **Dissatisfaction with the Status Quo**
2. **Vision of Where We Need to Go**
3. **A Process by Which to Get There**
4. **The Will to Make It Happen**
5. **Action Steps to Begin the Journey**
6. **Evaluation of the Action Steps**
7. **Re-Commitment to the Journey**

How is Diversity different from EEO ?

(Or, the difference between Compliance Programs and Diversity Initiatives)

How is Diversity different from EEO ?

Compliance Programs	Diversity
Enforced by laws Implemented by policy	
Respond to challenge of ending discrimination	Respond to challen demographic
Seek individual conformity	Seek team coll
Seek change in individual behavior	Seek changes organizationa
Equitable treatment is ensured for protected classes in the organization	Diversity of th ensured at eve of the organiz
Study the culture of protected/ underrepresented interest groups which keeps in the organization	Study the organization interest

How is Diversity different from EEO? (Co

Compliance Programs

Function of management with support from leadership - Belongs somewhere within the organization

"How to's" can be learned from experts teaching compliance requirements to members of the organization

Can be measured through statistical profiles indicating status of protected classes and the number of complaints and settlements

Diversity Init

Function of lea accountability f management - everywhere in t

"How to's" must from members organization w identifying & t

Can be measur metrics and st which work to number of com and settlemen

How is Diversity different from EEO? (Co

Compliance Programs

Can be manipulated by parachuting qualified/unqualified "tokens" and through a process which engages in counting heads instead of making heads count

At the heart of a pledge not to discriminate is the commitment of valuing Diversity

Is the RIGHT and SMART thing to do

Diversity Init

Can be manipu
"Flavor of the M
efforts which b
disk" in their
organization, r
of the hard drive

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What are the roles of Commanders and/or S

- In order to maintain a competitive edge and t productivity, Commanders and Supervisors mu a workplace that attracts and engages a bright trained, and diverse workforce.
- Emphasis will be on the recruitment, training promotion of a diverse workplace, by insuring feel welcomed, supported, and able to bring th perspectives and experiences to the workplace.
- Leadership creates an environment that prom diversity through the selection of individuals to key positions based on unique qualifications, ra than gender or ethnicity.

Why is Diversity important/necessary

1. **Shrinking Workforce**
2. **Fewer White Males**
3. **More Women**
4. **Escalating Work/Family Issues**
5. **More Ethnic Diversity**
6. **More Foreign Born Workers**
7. **Because we are human !!!!**

Diversity is Also Necessary

Because the reality is that inequalities exist f
personnel within organizations due to stereot
and preconceived ideas based on race, gende
religion or cultural origins, age, physical or m
limitations, and more.

Diversity is not about counting h
but making heads counts.

What is your role in Diversity?

- **Recognize, accept, and appreciate differenc in people within our organization.**

- **Understand that Diversity is about understa not necessarily agreement.**

- **Believe that senior leadership has a goal of providing a climate where all personnel fee are valued by and are contributing to the su of the 111th Fighter Wing.**

Change is inevitable, Growth is optional

How does Diversity affect the Unit's mis

- To achieve our mission, we all must be aware
  to the rapid global cultural and sociological
  changing demographics.

- Simply put, the success of the 111th Fighter
  require contributions from all individuals and
  from everyone for those contributions, regard
  gender, culture, or ethnicity.

Questions ?